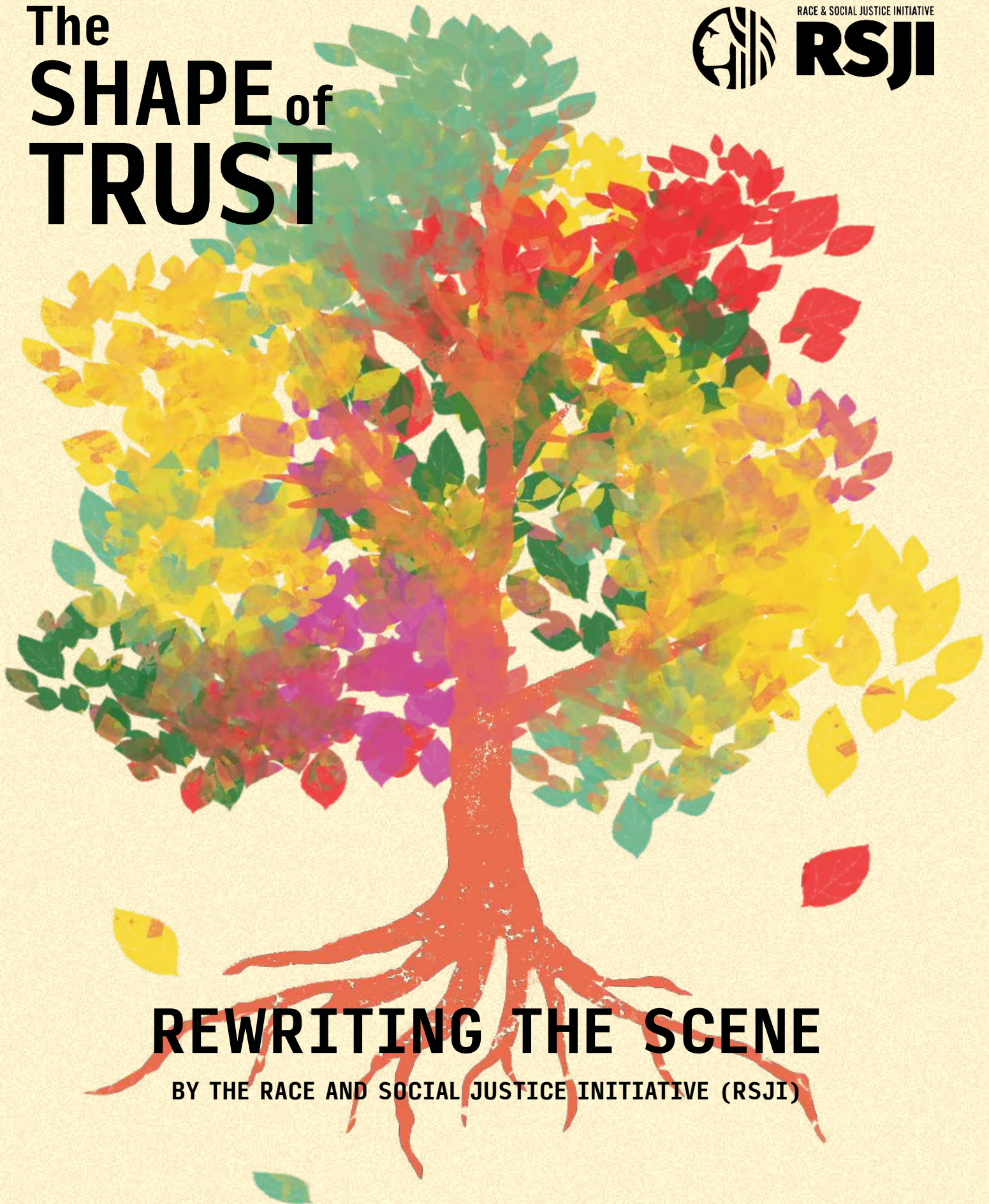


# The **SHAPE** of **TRUST**



RACE & SOCIAL JUSTICE INITIATIVE

**RSJI**



## **REWRITING THE SCENE**

BY THE RACE AND SOCIAL JUSTICE INITIATIVE (RSJI)





# WHAT

A creative writing activity that asks participants to view and then reimagine one of the scenes in *The Shape of Trust* video so it has anti-racist, norms, habits, attitudes, beliefs, expectations, ways of being, detailed interactions, practices, and outcomes. This activity can be adapted for live, virtual learning.

## Number of Participants

**6–50.** For larger groups, only some people will be able to share back.

## Time

**60 minutes minimum. Sharing back the rewritten scenes can happen over the course of one, two, or several sessions.**

Timing for each step is flexible, based on the needs of the group and overall facilitation plan. Some suggestions are provided. Total time will depend on format (in-person, virtual, or hybrid), number of participants, and other factors such as where you want to focus learning and for how long. We expect that experienced facilitators will know how to adjust and limit time as needed.

This Activity Spotlight is a component of The Shape of Trust Video Facilitation Guide by the City of Seattle Race and Social Justice Initiative (RSJI). For information on the facilitation experience recommended for those using the Guide, a glossary of terms, and tips to support collective health, wellbeing, and belonging – in particular of BIPOC – please download the Guide from the RSJI website.

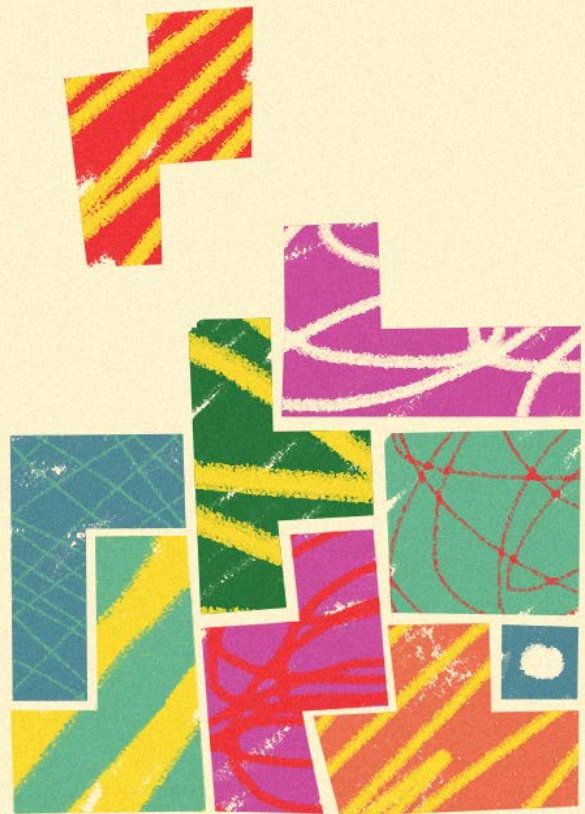


# LEARNING OBJECTIVES

## Participants will:

Practice imagining the norms, habits, attitudes, beliefs, expectations, ways of being, and detailed interactions that make up an anti-racist workplace and working relationships.

Practice perspective-taking by using the anti-racist frameworks, tools, and resources provided in The Shape of Trust Video Facilitation Guide.





# Participant Preparation

- Send the video of The Shape of Trust to participants prior to the workshop so they can explore the video and consider the content they want to rewrite.
- See the section of the The Shape of Trust Video Facilitation Guide, “Providing a Content Warning: Racism, Sexism, and Other Forms of Oppression”, to help support participants preparing to watch the video.

## Facilitation Materials

- Something to “reimagine” with (computer, pen, markers, colored pencils, watercolor paint, etc.).
- The Guide, “Resources”, “Reflective questions”, “Frameworks & Tools,” and “Glossary”.

## HOW IT WORKS

### EXPLAIN (5 min)

Start by explaining the whole activity:

- This is a creative activity; an opportunity to think and imagine beyond the constraints of how individuals, groups, and institutions currently move when it comes to racism, sexism, and other intersecting forms of oppression.
- Participants will be choosing a scene from The Shape of Trust video and rewriting it so that what happens is anti-racist. See the Guide section on Terms for a working definition of “anti-racist”. We invite facilitators and participants to build upon this definition from your own experience.
- For scenes in which the main character hits “pause” and there is a “rewind”, participants will explore making them even more explicitly anti-racist.
- This is an opportunity to incorporate the various resources, reflective questions, terms, frameworks and tools in the Guide. In particular, consider how your reimagining incorporates content from the Relational Culture column in [Building a Relational Culture](#).
- With the goal of creating an anti-racist and even liberatory scene, it is absolutely critical to consider social positionality (race, gender, ability, age, etc.) and hierarchical positionality in this re-imagining.

*Facilitators can remind participants about the potential to create harm, for example, if someone's reimagining introduces additional layers of racism or sexism. Facilitators need to be ready to interrupt harm if it happens. As always, consider how to do this interrupting in a way that is relational and reduces harm.*



# HOW IT WORKS (continued)

## WATCH (variable)

(Time varies based on scene.) First, participants will choose a scene from the video and watch it. The Trainer Version of the video fades to black between scenes and the Guide has timecodes that indicate when each scene begins. Participants might also read

through the Description of the Scene and the Reflective Questions for that scene, in the Guide, to help them think about what's possible for your reimagining. If so, copy and paste these into a document to give them.

## RETELL (20 min)

After participants watch the video, they will retell the scene in a way that feels generative and supportive to them; it does not need to be written.

- They may use the “Frameworks & Tools” within the Guide and other resources linked from it to help shape their analysis and bolster their creativity. Encourage participants to consider the Bodhi Frame and Building Relational Culture: how can this reimagining be rooted in interconnection, protecting what we most care about, building relationships, and calling others in?

- More options for retelling a scene:

- Diagram it
- Speak it into a voice memo
- Draw it as a graphic illustration
- Write it as a poem

## SHARE / REFLECT (30+ min)

Invite individuals to share back parts of their reimagined scene. You might have them do this in small groups or pairs, and then invite a few to share with the whole group.

For individual participants after sharing their reimagining:

- How did this activity feel? What was empowering? What was challenging?
- What learning, realizations, or deepening of your own anti-racist practices did you experience as a result of this activity?
- Where did you struggle to create an anti-racist experience and outcome? What resistances — internal or related to what you know about your organization — did you encounter?

For other participants after watching another group share:

- What did you notice that was anti-racist? What do you think could be deepened or expanded to be more anti-racist?

- What did you learn, realize, or deepen in your practice as a result of experiencing this reimagining?

For the whole group after all have shared and reflected:

- How did it feel to do this activity?
- What, in your current work context, makes this kind of anti-racist scenario possible? What are the assets you have to build upon? What gets in the way of an anti-racist scenario like this? Where do you see the greatest opportunities for clearing what gets in the way? What do you see as your role in that clearing?
- How might you use this activity to build team relationships or explore a decision your team is considering?
- How might you use this activity to explore, deepen or develop a strategy, policy, program or major decision?